

# STATE MAGAZINE

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March 2013

## New Leadership

State Welcomes Kerry,  
Bids Clinton Farewell

## Beer Barons

Consulate Homebrewers  
Ferment Strong Relationships





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*Photo by Susannah Cooper*



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## On the Cover

A 360-degree panorama highlights Frankfurt's impressive skyline. The city's prime location in the center of Europe has made it a major transit and transshipment hub, as well as the European Union's largest financial center.

*Photo by Isaac D. Pacheco*



# Post One

BY ISAAC D. PACHECO

## When in Germany...

Few things unite people so powerfully as great food and drink. Department employees at the U.S. Consulate in Munich have “tapped” into this phenomenon, adapting the highly publicized White House beer recipe to create their own unique porter and pumpkin ale. Employees sourced several of their ingredients locally, such as honey from indigenous bees, and cooked up small batches of the homemade libations in their homes.

More than a tasty science experiment, the home brew challenge was part of the Department’s Diplomatic Culinary Partnership, which promotes better bilateral relations through culinary arts. In keeping with this mission, consulate staff shared the resultant concoctions with an international assembly of foreign diplomats and local beer critics during several recent consulate events.

In a country that prides itself on its beer-making prowess, it took a leap of faith for the aspiring brewmasters to proffer their humble beverages for judgment by several local experts, but the feedback was overwhelmingly positive. The team’s hard work earned well-deserved accolades, not to mention a surplus of homebrewed goodness (pg. 26). Prost!

Another German city is the subject of this issue’s cover and Post of the Month honors. Frankfurt am Main is home to the largest U.S. consulate in the world and numerous regional Department offices.

On my way back to the States from a recent overseas trip, I stopped in Frankfurt for a day. The city is a popular day-trip destination for many travelers thanks to its close proximity to one of the world’s busiest international airports. Even a layover of just a few hours is enough time to take an



S-Bahn train from the airport into the city center for a quick tour.

Frankfurt’s skyscraper-dotted financial district contrasts sharply with the low-lying urban landscapes of Germany’s other major cities, primarily because the buildings are so new. Much of the city was gutted by fire during World War II, and only a handful of historic buildings remain.

Today, the city’s prime location in the center of Europe has made it a major transit and transshipment hub, as well as the European Union’s largest financial center and home to one of the world’s most important stock exchanges. As a result, the city has a thriving culture, and is frequently rated among the top 10 cities globally for quality of life.

Check out the full article for more about the amazing work Department employees are tackling at the Consulate General in Frankfurt (pg. 20). If you’re reading this in our print issue, be sure to also visit our online publication or download *State Magazine*’s app for a unique multimedia experience that brings Europe’s bustling commercial and trade center to life. ■

### Corrections

**December 2012, pg. 12** – Maria Otero’s title should have been listed as Under Secretary for Civilian Security, Democracy, and Human Rights (J). The article’s text describing “human security” should have read “civilian security and enhanced protection of individuals.” Learn more at: [www.state.gov/j/](http://www.state.gov/j/).

**February 2013, pg. 20-21** – Captions in the story misspelled Ollie Ellison’s title. He was American consul in Bremen, Germany, and vice-consul in Cairo.

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### Deadlines

The submission deadline for the May issue is March 15.  
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# In the News

## Presentation Contest Broadens Horizons

The U.S. Consulate in Naha, Okinawa, Japan, recently teamed with the American Chamber of Commerce Okinawa (ACCO), U.S. Marine Corps Air Station Futenma, actor Shin Koyamada, the local board of education and United Airlines to host a Discover America-themed PowerPoint presentation contest for students in Okinawa. The contest sought to encourage Okinawa youth to learn about the United States, while amplifying the Discover America Program and encouraging the practical use of English.

The U.S. Mission in Japan actively supports the Discover America Program, an advertising and outreach campaign created by a private partnership established by the Travel Promotion Act. Japan ranks second among nations as a source of U.S. travel and tourism revenue.

The 15 student contestants, drawn from junior high schools and high schools around Okinawa, made presentations on the theme “My Dream Trip to the United States,” each focusing on one state. The

contest winner, junior high school student Koichi Kinjo, focused on Texas, making this impassioned plea: “If you go on vacation, there is no other place like Texas. Texas is great!” She received a pair of round-trip tickets to Guam. The ACCO provided equipment and a venue decorated with Discover America travel posters. Five U.S. Marines from Air Station Futenma decorated the venue, greeted participants, timed the presentations and operated cameras during the event. In an environment where U.S. service members are often misunderstood, the event helped introduce young Okinawans to the U.S. military.

Contestants told reporters that the contest instilled in them a desire to see the United States and value the U.S.-Japan alliance.

Koyamada, who starred in “The Last Samurai,” was a contest judge and spoke about the importance of studying English in the United States. “Please study at a school in the United States and make a lot of American friends,” he said.



U.S. Marines who volunteered, at rear, stand with the contest winner Koichi Kinjo, center, and with actor Shin Koyamada, far right.

*Photo by Chikako Onabe*

# News

## Savings Program Empowers LE Staff

When the U.S. Mission in Maputo, Mozambique, encountered a high number of salary advance requests from Locally Employed (LE) Staff in 2010, it discovered that many LE Staff members were unable to save effectively because their paychecks were a shared resource for extended family. In response, the FSN Association and post management launched the LE Staff Savings Program to reduce employee dependence on advances and place the power of emergency and retirement savings in employees' hands.

The program now boasts 115 participants, more than a third of the LE Staff, with accounts valued at more than \$600,000.

"I never expected to have more than \$1,000 in my savings just this year," said one LE Staff member, while another called it "a transforming event in my life."

Administered with the help of a local bank, the voluntary program lets employees directly deposit a portion of their paychecks into savings accounts and encourages a long-term savings outlook. The banks offer attractive interest rates on the savings due to their institutional relationships with the embassy. When employees seek bank loans, the program offers low interest rates and salary advances up to 80 percent of the amount saved.

Momed Dossa, the FSN Association's secretary, helped design the program, which he said lets employees "look at the future with more confidence because they can see [these savings] as a supplemental amount for their retirement, a down payment for their mortgages or in the case of other emergencies, they can approach the bank and withdraw money."



From left, embassy employees Yolanda Paulo, Fernando Luis, Rosita Bicho, Aurora Pereira, Momed Dossa and Andres Jaramillo appreciate the savings program. *Photo by Manuel Mariquel*

## Embassy Rome Beautifies Perimeter

November 14 marked the celebration of completion of a perimeter beautification project at the U.S. Embassy in Rome. The project started in 2009 as a joint effort between the facilities management team and Rome's city government to enhance the appearance of the embassy's perimeter, which had been spoiled by the installation of mobile barricades in the mid-1980s. Ambassador to Italy David H. Thorne said, "The project has made our perimeter safer for pedestrians and traffic, and has highlighted that our perimeter includes a wall from Roman times."

Other improvements included removing advertisements on surrounding streets, upgrading street lighting and pruning perimeter trees. The project demonstrated the strong relationship between the city and the embassy.



Ambassador Thorne, left, and Rome's mayor commemorate completion of the Embassy Perimeter Beautification Project in front of the embassy's historic Roman wall. *Photo by Sandra Corradini*



## ECA Websites Get Digital Facelift

The Bureau of Educational and Cultural Affairs (ECA) has launched five websites tasked with helping visitors get involved in the Department's academic, cultural, sports, youth and private or professional exchanges. This past year alone, more than 3.3 million people visited ECA websites, up from 2 million the previous year.

ECA's main website, [eca.state.gov](http://eca.state.gov), explains the bureau as an institution and offers information on ECA programs, resources for the press and information for grantees. [Exchanges.state.gov](http://Exchanges.state.gov) highlights ECA's exchange programs and is accessible on mobile devices. The site offers targeted navigation that directs visitors to participant stories, multimedia content and program information.

The International Exchange Alumni site, [alumni.state.gov](http://alumni.state.gov), encourages interaction between its more than 100,000 members, who can build and collaborate on projects using the site's new layout, enhanced search and tagging, and project section.

The American English website, [americanenglish.state.gov](http://americanenglish.state.gov), provides resources for teachers and students. Trace Effects, a video game on the site, helps students ages 12-16 learn English and explore American culture through puzzles, games and adventures. Finally, the J-1 visa website ([j1visa.state.gov](http://j1visa.state.gov)) provides plain English information on J-1 visas for participants, program sponsors, host families and employers.

These five websites are part of U.S. Government and State Department initiatives to provide greater access to information. As the face of the bureau, they help ECA build bridges and promote mutual understanding.



## FLO Expands Resources for Family Members

The Family Liaison Office (FLO) has announced two new resources for families overseas: an expanded Global Employment Initiative (GEI) to help spouses or partners maintain their careers and an online publication to assist parents with transition and re-entry planning.

The GEI has added three new regional Global Employment Advisors (GEAs) who join a team of 14 at-post or regional GEAs who provide job coaching services. The GEI program helps family members consider all available job opportunities, including local work, home-based businesses, volunteering, continuing education and positions inside the embassy or consulate.

GEAs provide family members with the skills to take advantage of career development opportunities overseas. GEI services include resume and interviewing advice, networking assistance and guidance on cross-cultural workplace issues. Regional GEAs work with clients online and visit larger posts once a year for workshops for family members and to meet with potential employers. At-post GEAs provide one-on-one coaching, more workshops and networking opportunities.

For more information or to connect with the GEA covering a specific post, e-mail FLO's GEI program staff at [gei@state.gov](mailto:gei@state.gov).

To meet the needs of Foreign Service members' children when they return to the United States, FLO has developed the

online booklet *Bouncing Back: Transition and Re-Entry Planning for the Parents of Foreign Service Youth*, which offers guidance for easing the transition. It was developed by FLO's education and youth staff to update FLO's older booklet *According to My Passport, I'm Coming Home*. Chapters include: "What It Means to Come 'Home' to the U.S.," "Organizing the Transition Home—The Foundation for Success," "Helping to Ease the Transition Process" and "We're Home!"

*Bouncing Back*, which also has an appendix of resources, can be downloaded from <http://www.state.gov/m/dghr/flo>. For answers about education and youth topics, e-mail [FLOAskEducation@state.gov](mailto:FLOAskEducation@state.gov).

## Retirements

### Foreign Service

Acs, Lesley  
Coriell, Dennis A.  
Cowher, Linda Murl  
Davids, Michael F.  
Fedenisn, Aurelia Louise  
Flynn, Jeffrey Charles  
Francischelli, Joan Marie  
Frelick, Alcy Ruth  
Gitenstein, Mark H.  
Krueger, Steven Edward  
Lanos, William  
Milovanovic, Gillian A.  
Novo, Maria Cristina

Olson, Robert Leroy  
Phillips, Timothy C.  
Price, Caroline L.  
Roberts, Ricky L.  
Robinson, Marjut H.  
Rudder, Michael E.  
Scobey, Margaret  
Sorenson, Robert Austin  
Trexler, Gerald A.  
Wagoner, Michael R.  
Webster, Christopher White  
Zorick, Michael P.

### Civil Service

Baker, Anne Tananya  
Ballard, Terri L.  
Barry, Timothy M.  
Bishop, Janet K.  
Brown, Jayne B.  
Dodson, Ethlyn W.  
Esener, Sema  
Halprin-Andreotta, Cynthia  
Harris, Minnie P.  
Hite Jr., Roosevelt  
Hullinger, Chris E.  
Husain, Dilnaz  
Limprecht, Nancy A.

Marantz, Lois Ann  
Mourning, Eunice Armstrong  
Norwood, Bryan J.  
O'Neill, Josephine G.  
Robinson, Jacqueline D.  
Sheaffer, Robert C.  
Silverwood, Jean D.  
Stewart, Mary E.  
Thomas, Charlene W.  
Weaver, Patricia Ann  
White, John F.  
Wright, Elizabeth B.  
Young, Gregory

# Direct from the D.G.

LINDA THOMAS-GREENFIELD  
DIRECTOR GENERAL

## The Way Forward with Charleston

In mid-December, I had the pleasure of visiting the State Department's facilities in Charleston, S.C. I met with employees in the Bureau of the Comptroller's Global Financial Services and the Bureau of Consular Affairs' Charleston Passport Center. Those bureaus, combined with the bureaus of Administration and Human Resources (HR), now have more than 1,000 people working at the Charleston Regional Complex! Each time I visit Charleston, I am reminded of the significant work that is performed outside the Beltway. I am also reminded that Charleston is a charming town with a great quality of life—and a great cost of living.

On that trip I was delighted to be joined by Deputy Assistant Secretary Linda Taglialatela, Deputy Assistant Secretary Marcia Bernicat, Bureau of Human Resources Executive Director William Schaal, Comptroller James Millette, Passport Center Director Timothy Wiesnet and dignitaries from the Charleston community for a ribbon-cutting ceremony to celebrate the opening of the new state-of-the-art facility for the HR Service Center (HRSC).

The HRSC had been operating out of temporary space in Charleston, and on a small scale, since 2008. With this new space, we've been able to increase staffing to 43 full-time employees whose goal is to provide all members of the State Department family with fast, fair and accurate service. They form a one-stop service center, with a call center to answer your HR-related inquiries and a processing center to provide HR services.

The HR Service Center has the lead as "first responder" on many vital HR functions. Its responsibilities include annuitant services, benefits, the eTransit program, the Pathways Internship Program and more. Since it started operations, the Service Center has resolved more than 60,000 inquiries from employees and annuitants, and has received strongly positive feedback from customers.

The HR Service Center is one part of the HR Shared Services model established in 2008. Our goal with Shared Services is to strengthen the support we give all employees, enhance the assistance we provide managers and make better use of increasingly scarce resources. Shared Services is based on four interrelated "tiers": online self-service tools, the HRSC in Charleston, the



nine HR Service Providers (based in bureaus throughout the Department) and the HR Bureau in Washington ("corporate HR"). With this approach, many questions can be answered—and issues resolved—via the online tools or by Charleston staff. With a large chunk of the workload now taken up by these first two "tiers," the HR Service Providers and staff in corporate HR are able to focus more of their attention on the strategic needs of the Department.

Since the inception of HR Shared Services, we've been working hard to improve HR services for current employees as well as annuitants. We've developed new self-service technologies, revamped and standardized myriad HR processes, improved our response rates, improved overall performance and saved money.

The HRSC staff and I are committed to providing the best HR services possible. As partners and stakeholders, we appreciate your feedback so that we can better meet our goal of delivering consistently outstanding HR services to the Department's most valuable asset, our people.

If you have any HR-related questions, feel free to contact the HR Service Center by phone or e-mail. Employees are on duty in Charleston Monday-Friday, 8:00 a.m.-5:00 p.m. Eastern Standard Time (excluding federal holidays). Their toll-free number from within the United States is 1-866-300-7419. (For calling from outside the U.S., 1-843-308-5539.) Their e-mail address is [HRSC@state.gov](mailto:HRSC@state.gov). ■

*Linda Thomas-Greenfield*



# Diversity Notes

JOHN M. ROBINSON  
OFFICE OF CIVIL RIGHTS

## Recognizing Women's History Month

Women's History Month is a time for celebration. The third woman to have ever held the position of Secretary of State has just finished an impressive tenure, filled with innumerable landmarks, including a renewed focus on the role of women in shaping politics and economies. Women across the world are stepping into roles created by new democratic institutions; domestically, several serve as Members of Congress.

The role of women in foreign affairs hit the press in 2012, with articles authored by current and former Department of State personnel, such as Anne Marie Slaughter, former Director of Policy Planning, and Dana Shell Smith, principal deputy assistant secretary in the Bureau of Public Affairs. In a Washington Post opinion piece published in December, Dr. Slaughter quoted her fourteen-year-old son, expressing surprise that Senator John Kerry could become Secretary of State since he is not a woman.

The first woman recorded as serving the Department of State overseas was Cecilia Jourdan in 1882. With rare exceptions for a few political appointees, most women serving overseas were clerical personnel. The Department's approach to women's employment took a major turn in 1972, when it abolished the practice of requiring female officers to resign from the Foreign Service upon marriage. The impact of this practice was on display September 19 when Executive Women at State and the Office of Civil Rights co-hosted three trailblazing women as part of the annual Women's Equality Day celebration. Marjorie

Ransom, former director of U.S. Foreign Press Centers; Phyllis Oakley, the Department's first female spokesperson; and Avis Bohlen, former assistant secretary for Security for Arms Control each talked about their overcoming major challenges to rise to the senior ranks of the Department. Ransom and Oakley were both required to resign their Foreign Service commissions when they married, but later became Senior Foreign Service officers. Over time, and partly through legal action, women denied Department jobs because of their gender were offered positions. Leaders required bureaus to consider women seriously for senior positions.

Many of those now entering the workforce see gender parity as a norm, not the exception it once was. To some degree, they may be right. Women make up 50.9 percent of the U.S. population and increasingly outnumber men in institutions of higher education. Presently, women account for 56 percent of the Department's Civil Service but only 35 percent of the full-time, permanent Foreign Service, 30 percent of the Senior Foreign Service and 43 percent of the Senior Executive Service. Women also represent 45 percent of entering Foreign Service Generalists and 36 percent of Specialists.

The Bureau of Human Resources leads the Department's efforts to recruit and develop a diverse pipeline of talent. The Office of Civil Rights partners with HR and Executive Women at State to monitor and raise awareness about issues related to female employees in the Department.



Executive Women at State is a success story in itself. Established in 2008 as an informal coalition of senior employees who came together to talk about women's issues, the group now consists of more than 1,500 members and three tiers (executive-, mid-, and junior-level) to focus on the needs of their members. In the past three years, Executive Women at State reached across the Washington, D.C., community to host Secretary of State Hillary Clinton, National Organization for Women President Terry O'Neil, author Deborah Tanner and journalists Cokie Roberts, Gwen Ifill and Andrea Mitchell. Through its multigenerational organization, the group aims to "promote, support, and mentor women for senior leadership positions in the Department."

We congratulate the trailblazers who came before and are now positively engaged in advocacy for gender equity, and encourage their continuing efforts to make diversity and inclusion at the Department of State a reality. ■

A handwritten signature in black ink that reads "John M. Robinson". The signature is fluid and cursive, with a long horizontal stroke at the end.



# You Say Goodbye, I Say Hello

## Clinton Bids Adieu; Kerry Arrives to Cheers

By Ed Warner, deputy editor, *State Magazine*

Department employees filled the Dean Acheson Auditorium to capacity, spilled into adjoining halls and watched on BNET as Hillary Rodham Clinton held her final town hall meeting as Secretary of State Jan. 31. Secretary Clinton said she arrived at the meeting “with a full heart.”

She discussed the Department’s successes during her tenure, offered advice and encouragement to employees and answered questions from those in the auditorium and listeners at posts abroad.

“These last four years,” she said, “have been a remarkable honor and experience for me, and that is thanks to all of you, to the professionals, men and women who get up every day and work for the State Department and USAID on behalf of our common mission and values and the country that we love.”

Clinton noted the loss during her tenure of two “giants of American diplomacy,” Ambassadors Christopher Stevens and Richard Holbrooke, and of several other people who worked closely with the Department, including one killed in the recent terrorist attack

in Ankara, Turkey. Some were “far too young, with long futures ahead of them, so much promise and passion,” she said. “All of them were patriots, and we honor their memories by carrying forward this important work.”

She also noted several accomplishments of the past four years, including the Department’s first Quadrennial Development and Diplomacy Review (QDDR). Many QDDR recommendations have been implemented, “such as our increased focus on economic statecraft and energy, the steps we’ve taken on global security and justice issues, new strategies to address climate change and everything we’ve done to integrate women and girls into our policies,” Secretary Clinton said. She added that she is confident Secretary Kerry will continue the reviews. Speaking of Kerry, she said she was “leaving the Department in excellent hands.”

The next day, she concluded her tenure as 67th Secretary of State and was given a final send-off in Main State’s C Street lobby.

In the same lobby, incoming Secretary of State John Kerry greeted







**Opposite page:** At her final town hall meeting, departing Secretary of State Hillary Rodham Clinton identifies some successes from her tenure. *Photo by Ed Warner; Above:* Secretary Kerry speaks to employees, after arriving to start work at the Harry S Truman building Feb. 4. *Photo by Maxine Naawu; Right:* Secretary Kerry, center, is greeted by Under Secretary Patrick Kennedy as Kerry arrives at the C Street entrance to the Harry S Truman building. *Photo by Michael Gross*

employees on arriving for his first day of work Feb. 4. He spoke of his father's work in the Foreign Service and his time as a child in postwar Berlin while his family was posted there. He displayed his diplomatic passport from those days, which had allowed him once to bicycle into the city's Soviet Zone.

"We have big challenges ahead," Secretary Kerry said. "I want you to know that I intend to look first and foremost to all of you—here in Washington and overseas, all across the Department—as we continue and intensify our work." ■







# Diplomacy on Ice

## OES Promotes Collaboration in Antarctica

By Jonathan Kelsey, foreign affairs officer, and Susannah Cooper, senior advisor, Office of Ocean and Polar Affairs, Bureau of Oceans and International Environmental and Scientific Affairs

The phrase “multilateral diplomacy” usually conjures up images of meeting rooms filled with elegant furniture and diplomats in pinstripes, not the biting wind, ice, parkas and insulated boots of U.S. international diplomatic efforts in Antarctica.

Antarctica is a land of superlatives, averaging the coldest, windiest and driest climate and the highest average elevation of any other landmass. The earth’s southernmost continent is also gigantic, 50 percent larger than the continental United States. It is also significantly affected by climate change; some parts of it are among the fastest-warming regions on the planet, and others are seeing increases in sea-ice cover.

In the past 12 months, the Department led two important diplomatic efforts in Antarctica. First, at October’s meeting of the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR), the United States proposed establishing the world’s largest marine protected area (MPA), in Antarctica’s Ross Sea. Second, a team of U.S. policy and science officials joined their Russian counterparts to conduct joint inspections of nine third-country Antarctic research bases.

Antarctica is notable for being the only continent governed cooperatively under a consensus-based multilateral treaty system. The foundation for Antarctica’s governance, exploration and use is the Antarctic Treaty, negotiated and



The team gathers outside Belgium's Princess Elisabeth Station.  
Photo by Susannah Cooper



signed in Washington in 1959, and its 1991 Protocol on Environmental Protection. The treaty, signed by 50 nations, was the first multilateral agreement to allow onsite unannounced inspections, and bans mineral exploration by designating Antarctica as a natural reserve. Two agreements protect Antarctic fauna: the Convention on the Conservation of Antarctic Marine Living Resources and the Convention for the Conservation of Antarctic Seals.

Within the State Department, the Bureau of Oceans and International Environmental and Scientific Affairs (OES) has the lead on foreign relations related to the polar regions. Within OES, the Office of Ocean and Polar Affairs (OPA) coordinates U.S. policy on Antarctica, working closely with the National Science Foundation (NSF), which administers the U.S. Antarctic Program; the National Oceanic and Atmospheric Administration (NOAA); and other U.S. agencies. The Department leads U.S. delegations to the annual Antarctic Treaty Consultative Meeting and meetings of CCAMLR, which acts on the management and governance of the continent and surrounding ocean. OPA plays a key role, in particular, in regulating tourism in Antarctica, including determining (in consultation with the Environmental Protection Agency and NSF) whether expedition organizers are subject to U.S. regulations that implement the Environmental Protocol.

In recent years, scientists and marine policy experts from OES and other agencies have worked to develop a proposal to CCAMLR to create a marine protected area in the Ross Sea that will provide critical long-term protection to this unique ecosystem and maintain a reference area for scientific research and monitoring of the impacts of climate change and fishing. One of the last great ocean wilderness areas on the planet, the Ross Sea region supports one of the most productive ecosystems in the Southern Ocean and is high in biodiversity. It is home to more than a third of the world's Adélie penguins, a quarter of the world's Emperor penguins and half of the world's Type C killer whales. It is also the site of some of the world's longest-running polar observations and research.

Although the Ross Sea's ecosystem is still largely intact, it faces an increasingly uncertain future. Climate change and ocean acidification, coupled with fishing pressures, threaten to irreversibly alter the ecosystem. For instance, the fish marketed as Chilean sea bass most often actually originates in Antarctic waters. The United States does not fish in the Ross Sea, but other countries do, making any MPA proposal to restrict fishing



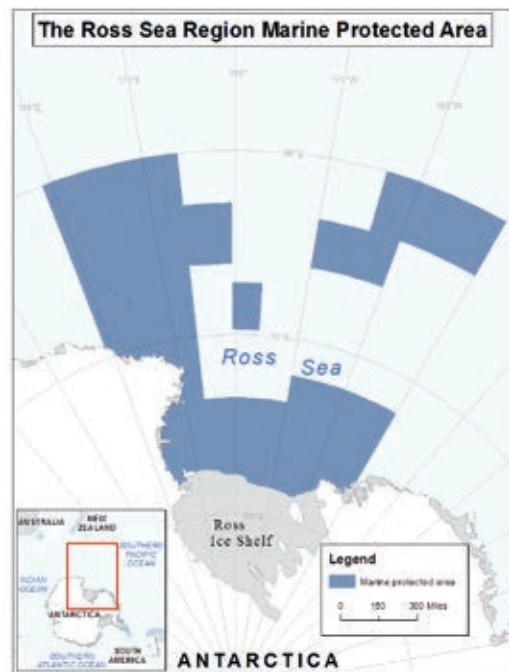
An Emperor penguin and an Orca whale eye each other near McMurdo Station in the Ross Sea Region. Photo by K. Iserson  
Below: A map shows the Ross Sea Marine Protection Area. Courtesy of the Office of Ocean and Polar Affairs

there the subject of much scrutiny by those concerned about the potential economic impacts.

At the CCAMLR meeting, negotiations over the U.S. MPA proposal, and one from New Zealand, led to a joint proposal that balances ecosystem protection, scientific research and fishing objectives. The proposed MPA would protect roughly 876,000 square miles of the Ross Sea, an area larger than Alaska.

Agreement with New Zealand was a major diplomatic success. Unfortunately, due to opposition from a small number of member countries, the joint plan was not approved during the meeting, so the CCAMLR will hold a special meeting in July to decide on the proposal. OES and key regional bureaus and embassies are working together to build support among CCAMLR countries to protect this global treasure.

Separately, in January and November of 2012, OPA Director Evan Bloom, Senior Advisor Susannah Cooper, U.S. Navy Commander Darin Liston and Dr. Robert Nelson from the Bureau of Arms Control, Verification and Compliance, joined an NSF colleague and four Russian



counterparts for a two-phase U.S.-Russia joint inspection of foreign facilities, under rights provided in the Antarctic Treaty. The team inspected research stations operated by Belgium, China, France, India, Italy, Japan, New Zealand and Norway to review Antarctic Treaty compliance. This included verification that the stations were implementing environmental regulations and were being used only for peaceful purposes. The stations were located in the Ross Sea region and spread across East Antarctica. The



The Joint Inspection Team visits France and Italy's Concordia Station. *Photo by Evan Bloom; Below: Then-Secretary of State Clinton speaks at the 2009 Joint Session of the Antarctic Treaty Consultative Meeting. Department of State photo.*

inspections in East Antarctica required the team to travel more than 3,500 miles over six days by plane, truck, boat, helicopter, tracked vehicle and snowmobile.

The inspections, representing the first time either country had conducted a joint

inspection in Antarctica, were called for in an agreement that Secretary of State Hillary Rodham Clinton signed with Russian Foreign Minister Sergey Lavrov in September 2012. The United States and Russia were architects of the Antarctic Treaty of 1959 and today conduct some of the most extensive and diverse scientific activities in Antarctica. Importantly, both countries reject territorial claims by other parties and are strong supporters of the Antarctic Treaty system. Working closely with our Russian counterparts provided an excellent opportunity to reinforce our shared objectives for the peace and science in Antarctica. The results of the inspection will be presented to all treaty parties at the May Antarctic Treaty Consultative Meeting.

Antarctica is an outstanding example of multilateral diplomatic success. Fifty years after the signing of the Antarctic Treaty, the continent is a global example of policy and scientific collaboration. The multinational science conducted in Antarctica informs global understanding of the Earth's history, processes and change, and policy and logistical cooperation there creates stronger ties among treaty parties. In the coming decades, the Antarctic Treaty system will continue to prove the resilience and value of multilateral cooperation. ■





# 40TH BIRTHDAY

## Affinity Group Plans Year of Activities

By Stacy D. Williams, executive secretary,  
Office of the Haiti Special Coordinator and  
Thursday Luncheon Group president

The Thursday Luncheon Group, or TLG as it is widely known, may be the Department's oldest employee affinity group. What is certain is that TLG is celebrating its 40th anniversary this year. The group was established in 1973 by two African American employees interested in identifying and advancing successful career paths for African American officers within foreign affairs agencies. What started as an informal mentoring program by the Department's William B. Davis and Robert Dumas, from the former U.S. Information Agency, is today an advocacy organization of more than 300 members, including Foreign Service officers, Civil Service staff, associate members and retired employees.

To launch TLG, Davis and Dumas organized meetings over lunch with like-minded African American officers on the first Thursday of each month. The meetings focused on devising and presenting to senior-level Department officials strategies to advance long-term personnel and management goals, and assisting entry-level officers through mentoring and networking.

The now-quarterly luncheons generally begin at noon in the Van Buren Dining Room of the Harry S Truman Building. The TLG president opens the program with general announcements and introduces a speaker, who talks for 15 to 20 minutes and answers questions. Speakers have covered country-specific and regional issues, leadership and management, and cultural heritage matters, and have included Secretaries of State Madeline Albright, Colin Powell, Condoleezza Rice and Hillary Rodham Clinton. Prominent figures such as author and Fox News contributor Juan Williams and Congressman Charles Rangel have also spoken. The talks have prompted members to focus on the topics, bid on related assignments and engage in networking.

One long-tenured TLG member, Dr. Carolyn Coleman of USAID, said that as she saw TLG grow, "I was able to watch various leadership styles and work with people on a variety of programs. Many of my mentors, whose wise advice and counsel I still seek, came from contacts I made within TLG."

TLG aims to increase the participation of African Americans and other minorities within the Department in the formulation, articulation and implementation of U.S. foreign policy. The group also highlights the importance of diversity in strengthening the workplace by identifying strategies on the recruitment, career development and retention of minorities. It achieves these goals under the guidance of its leadership liaison, Deputy Secretary Thomas Nides, who has championed its aims.

TLG recently established a committee for community service, and through it members perform service projects in Washington, D.C., public schools and collaborate with the city's service-oriented organizations.

Most years, TLG co-hosts, with the Office of Civil Rights, the Department-wide Reverend Dr. Martin Luther King Jr. program in January and the Black History Month program in February. Past speakers included Martin Luther King III, Black Entertainment Television CEO Debra Lee, CNN political contributor Donna Brazile and former Congressman Harold Ford Jr. The events are taped and aired on BNET.

To attract the next generation of Department employees, TLG partnered in 1995 with the American Foreign Service Association (AFSA) on a joint internship program that introduces minority college students to international affairs through 10 weeks at the Department. During the program's early years, former Deputy Secretary Strobe Talbott hosted an intern each year. More recently, the India desk hosted an intern for the past three years.

TLG also instituted the Terence A. Todman Book Scholarship in 1995 to encourage outstanding college students to pursue international affairs study or careers. Since its inception, well over \$20,000 has been awarded to students at such institutions as the University of Oklahoma; Morehouse, Spelman, Southern and Howard universities; and Rust College.



In 2002, TLG established its Pioneer awards for the most accomplished African American leaders in international affairs within the Department and USAID. Since then, 17 Pioneers have been honored, and another group of Pioneers will be honored at year's end.

TLG is also a staunch proponent of the Charles B. Rangel Program and Thomas R. Pickering Program, which promote Foreign Service diversity. Ambassador Ruth A. Davis, while Director General, doubled the size of the Pickering program and worked with key congressional leaders to establish the Rangel program.

Kristofer Clark, a first-tour economic officer in Caracas, Venezuela, and new TLG member, said, "A diplomatic corps that reflects the face, character, temperament and spirit of the broadest spectrum of the American people is a critical and unmatched asset that our nation can and must utilize in order to advance the national interest."

TLG, he continued, is committed to ensuring U.S. foreign affairs agencies "continue to fully marshal and leverage our diversity as a source of national strength. Joining was the easy part; living up the legacy is far more important."

TLG will hold a number of activities in 2013 and invites members of the foreign affairs community to join in celebrating its 40th birthday, believing that the next 40 years will be as insightful, rewarding and productive as the first. ■

The group's president, Stacy D. Williams, left, presents Deputy Secretary Thomas R. Nides with the TLG medallion, given to event speakers on behalf of the organization.  
*Photo by James Pan*

# Marking a Milestone

## Turning 30, Ambassadors Council Tallies Achievements

By G. Philip Hughes, senior vice president, Council of American Ambassadors

In 1983, three distinguished former U.S. envoys—Ambassador to Switzerland Marvin Warner, Ambassador to Austria Milton Wolf and Deputy Permanent Representative to the U.N. William vanden Heuvel—saw the need for an organization for former presidentially appointed noncareer U.S. ambassadors. With few exceptions, these appointees, on completing their service, returned to private life. Beyond the occasional memoir or re-appointment, their knowledge, skills and experiences were lost to the U.S. foreign affairs community and they lost touch with that community themselves.

Taking the initiative, Ambassadors Warner, Wolf and vanden Heuvel created the Council of American Ambassadors. Kenneth

Rush, former deputy secretary of State and ambassador to Germany, became the founding co-chairman, and early members included such luminaries as Angier Biddle Duke, Averell Harriman, John Sherman Cooper and Ellsworth Bunker.

Ambassador vanden Heuvel said the council aimed “to put the appointment of noncareer Ambassadors in perspective, remind critics that some of the most eminent diplomats in our nation’s history were in that category and reinforce a collegial and supportive relationship with the State Department and the Foreign Service. Noncareer ambassadors frequently have political, academic and business backgrounds as well as personal associations with the

president that add measurably to the success of their missions.”

The council’s first 20 years were largely confined to holding twice-yearly conferences that generally alternated between the headquarters of the State Department and the United Nations, plus an annual mission abroad. The conferences updated members on international issues, and visits to overseas missions offered them the opportunity for hands-on interaction and reports on key developments and trends. Both fostered comradeship and contact among veterans of previous Administrations.

Over time, they held conferences in Los Angeles, Houston, Atlanta, Miami, San Antonio, Austin and Boston, cities close to

Ambassador Diane E. Watson speaks at the council’s fall 2012 conference at Pepperdine University.  
*Photo by Ron Hall*







major concentrations of the council's more than 230 members. The council collaborated with several presidential libraries and the U.S. Institute of Peace, Council on Foreign Relations, Woodrow Wilson International Center for Scholars, Harvard's Kennedy School of Government and Pepperdine University, among others.

In 1993, the council launched its semiannual journal, *The Ambassador's Review*, edited by former Ambassador to Israel Ogden Reid, in which members publish foreign affairs commentaries and note significant statements by foreign affairs luminaries. More recently, the Council's blog, *Ambassadors' Perspectives*, affords members an online publishing vehicle. Former Ambassador to Romania and now Maryland State Senator Jim Rosapepe moderates the blog (with a bit of help from the author).

As its 20th anniversary approached, the council looked to expand its programs. The foremost among these is its Annenberg Summer Fellowship Program, funded by the council's 20th anniversary fundraising gala and an Annenberg Foundation grant secured by the program's founder, former council President Ambassador Abelardo L. "Lalo" Valdez. Valdez said, "the most valuable legacy contribution that former American ambassadors can make to our country is to help develop outstanding young leaders for careers in diplomacy and international affairs."

The fellowship, open to State Department summer interns, offers academic courses administered by the Fund for American Studies, mentoring by council members and a peer network of current and former Annenberg Fellows, who serve as resources for career planning. The Director General has presided over its annual kick-off event since the program's debut in 2004.

Now approaching its 10th year, the fellowship program has more than 50 alumni who work at the Department, the National Security Agency, Naval Criminal Investigative Service, international development organizations or major security companies.

The 2011 Annenberg Fellow Sam Magaram said his fellowship "enriched my State Department internship, exposing me to remarkable ambassadors ... and fascinating fellows whose varied career interests were a constant source of learning." The 2006 Fellow Meghan Mahoney said the program shaped her career, describing its mentoring as an indispensable part of her professional development. "Even after my summer concluded, I remained in contact with my mentor," she said. "Over the past six years, he has given me extremely valuable advice as I navigate my career in international affairs."

And it's not just the Annenberg Fellows who are enriched by the program. Ambassador Paul Russo, who regularly mentors, said he finds the biggest reward is "to spend time with the next generation of leaders. I come away each year with renewed confidence in the future of American foreign policy. My sense is that the United States will remain in good hands, because talented, well-educated, enthusiastic young people are pursuing careers in international affairs."

Program co-chair Julia Chang Bloch, former ambassador to Nepal, agrees about the high caliber of fellows. She said applicants "have become progressively more outstanding with each successive year, so much so that it's becoming very difficult to select the half-dozen most worthy and deserving candidates. We're urgently seeking to augment the program's support to permit us to expand the number of fellowships available."

Another of the council's signature programs is the Kathryn Davis Public Diplomacy Fellowship. An initiative of the council's chairman, former Director of USIA and Ambassador to Belgium Bruce S. Gelb,

the fellowship was founded with a grant from Dr. Kathryn Davis, widow of former U.S. Ambassador to Switzerland Shelby Cullom Davis, and is administered in cooperation with the Public Diplomacy Council. The fellowship sponsors two mid-career State Department public diplomacy (PD) officers for a year of study and training while pursuing a Washington-based PD assignment. Now in its fifth year, the fellowship has won consistent praise from its recipients, including 2010 Fellow Michelle Lee, who noted it is one of the only external professional development opportunities specifically for PD officers. She said the fellowship was a valuable way "to directly connect with a wide range of seasoned PD practitioners, academic experts and stakeholders in Washington and across the United States."

In 2010, the council launched The Ambassadors' Roundtable, under the co-chairmanship of Ambassadors Lloyd Hand (former chief of Protocol) and Gil Robinson (former senior adviser for public diplomacy to Secretary of State George P. Shultz). The roundtable consists of quarterly luncheons in Washington, D.C., between council members and foreign ambassadors, including those of Russia, China, France, Japan, Israel, Canada, Mexico and Morocco.

Council members have been individually generous to the State Department; former Ambassador to Iceland Chuck Cobb endowed the Charles E. Cobb, Jr. Award for Initiative and Success in Trade Development and former Ambassador to Jamaica Sue Cobb endowed the Sue M. Cobb Award for Exemplary Diplomatic Service.

The council's 30th anniversary celebration at Blair House, May 6, will honor three former ambassadors for service to the council over many years: Joseph B. Gildenhorn (Switzerland), Glen A. Holden (Jamaica) and John L. Loeb Jr. (Denmark). The celebration will conclude with a gala fundraiser May 7 at the Organization of American States headquarters.

The council is planning new programs in collaboration with the Department, including an orientation for newly named noncareer appointees, a talent pool from which the Department can draw for special assignments and initiatives to support the new U.S. Diplomacy Center, and the new Fund to Conserve U.S. Diplomatic Treasures Abroad.

With characteristic diplomatic understatement, Council President and former Ambassador to Singapore Timothy A. Chorba summed it up: "After 30 years of successful program initiatives, we'd like to think that our Council of American Ambassadors has itself become one of the treasures of the U.S. foreign affairs community." ■

# Afghanistan Redux



## Ex-Political Officer Now Finds Security, Development

Story and photos by Daniel R. Green, Soref Fellow, Washington Institute for Near East Policy

When I arrived in Uruzgan Province, Afghanistan, in 2005 to work as the U.S. Department of State political officer to the Tarin Kowt Provincial Reconstruction Team (PRT), the province was an isolated enclave of Pashtuns with no paved roads, cell phone coverage, electricity, girls' schools or even decent health care facilities or educational opportunities.

Though not considered a strategic province due to its small size, Uruzgan had played a large role in Afghanistan history and was the starting point of President Karzai's 2001 effort to launch an uprising against the Taliban by taking advantage of his network of tribal allies in the area.

The insurgency was more a nuisance than an existential threat to the nascent Afghan provincial government, which was led by a one-eyed warlord. Most government departments were similarly led by poorly educated leaders with little sense of public service. Our efforts to promote good governance, development and reconstruction were well received but quite modest in light of the insuperable needs of the people.

When I departed Uruzgan in November 2005 after a 10-month tour, the 90-person PRT had made steady progress. It had facilitated successful elections of the Provincial Council and Wolesi Jirga (lower house of Parliament), constructed the first girls' school and several others, and finished paving a road linking the province to Afghanistan's main highway, among other improvement projects. We had accomplished a lot for a province with five districts and

more than 250,000 people spread out into hundreds of isolated villages tucked into craggy valleys and scorching deserts.

I returned to Uruzgan in June 2006 at the invitation of the U.S. Embassy in Kabul to ease the transition of the PRT from American to Dutch control. Although I had only been away seven months, the province had gone from being a relatively peaceful place, where our actions were focused on peace-keeping and development, to a place of open warfare with hundreds of Taliban fighting throughout the province, preventing much of our work. This was due, in part, to the alienation of the population by the predatory behavior of government officials, a drawdown of U.S. troops in the area and the small numbers of Afghan security forces.

Throughout southern Afghanistan in 2006, the Taliban insurgency returned with a size, intensity and lethality unprecedented since the U.S. invasion in 2001. Gone were the brief firefights, when the Taliban would break contact because Coalition air support was on the way, and the infrequent attacks involving improvised explosive devices, which occurred mostly on the margins of the province. The insurgency in 2006 was larger, more disciplined and increasingly operating in a conventional military manner. The Taliban were now overrunning district centers, attacking our forward operating bases and using more advanced tactics such as sniping, suicide attacks and combined operations. While the PRT continued to function, the violence severely limited our freedom of maneuver, and many of our programs had to be suspended.



The relatively peaceful years of 2001 to 2005 in Uruzgan had been shown to be a false peace, as the Taliban insurgency geared up to reassert control of the province and push the Afghan government and Coalition forces out. It was clear that no matter how adept we were at fighting the Taliban, we weren't achieving a sustainable Afghan-led security. We weren't losing, but we certainly weren't winning.

When I arrived back in Uruzgan in 2012 for an eight-month tour as a mobilized reservist with the U.S. Navy, I felt incredibly lucky to see the immense changes that had taken place in the province. I was serving as a tribal and political engagement officer, using my relationships with local tribal members and provincial government members to advise U.S. military units operating in the area.

Sometimes it's the small details that tell you a profound shift has taken place. The chaotic urgency of a province in open warfare had been replaced by a feeling of stability and a community confident in its ability to provide security for its residents. Police wore their uniforms, no small feat, and there were plenty of them throughout the provincial capital and around the area. The town of Tarin Kowt had a bustling bazaar and a rural sprawl of unplanned development because the paved road linking the province to Kandahar had been extended into the surrounding districts. The Afghan Army had a much larger presence, and the U.S. Special Operations Forces Village Stability Operations program had increased Afghan Local Police forces in the villages.

Much larger security forces in the area and more mature Afghan institutions were clearly making a difference. The province had also seen a significant increase in development, including complete cell phone coverage, a girls' high school, additional clinics and roads, six new bridges, a new college, plans for a stadium and an expanded provincial government presence. The governor was an educated and competent leader, and provincial departments were now led by trained personnel who increasingly had the resources to provide basic



**Above:** The author meets with Uruzgan Province's governor, Jan Mohammed Khan, in November 2005. **Below:** The author visits the house where Uruzgan Province's election ballots are counted in 2005. **Opposite page:** Trees endure in the windswept landscape of Uruzgan Province circa 2005.

services. While suicide attacks and assassinations were still a concern, the Taliban insurgency could no longer muster hundreds of fighters for the kinds of conventional assaults it had mounted in 2006 and subsequent years.

At the PRT, there were also changes. It was now led by the Australian government, after the Dutch departed in 2010, and its resources, staff and capability had significantly increased. While most of the approximately 20 civilians in the PRT were from Australia, the U.S. contingent had doubled. The U.S. Embassy now had the Interagency Provincial Affairs office in Kabul to provide more focused direction to development in the provinces, something lacking in 2005-2006. Additional support came from a more robust civilian presence and leadership at Regional Command-South.

Although I was with the military this time, I knew that pre-deployment training for Department employees had improved significantly due to the civilian expeditionary training at Camp Atterbury in Indiana, which has a simulated forward operating base. In many respects, Afghan governing capacity—greater numbers of trained personnel, greater institutional capacity and more mature processes—mirrored our own development in this regard.

As the transition process moves forward, I have had the great privilege to witness how one small part of Afghanistan has navigated the waxing and waning of the insurgency, the shift of the war to NATO control, changing U.S. policy in the country and the maturation of Afghan institutions and politics. While nothing is certain in Afghanistan and some things may be revealed only with time, I am optimistic that, at least in Uruzgan Province, the Afghans are well prepared to take responsibility for their future and turn their backs on the insurgency, with its false promises of a better tomorrow. ■

*Daniel R. Green is the author of The Valley's Edge: A Year with the Pashtuns in the Heartland of the Taliban (Potomac Books). A Navy Reserve officer who also served in Afghanistan and Iraq with the U.S. military, Green can be reached at [www.dan-green.com](http://www.dan-green.com).*





# Embassy Readiness

## Moscow Stages Post's Largest Emergency Exercise

By Stacy MacTaggart, deputy press attache, U.S. Embassy in Moscow

By the time early December rolls around, most offices are busily planning holiday luncheons and parties. But at the U.S. Embassy in Moscow, the sound of jingle bells was overpowered by a deep-voiced warning to “Duck and cover! Get under your desk!” as employees took part in the largest mass casualty exercise ever conducted at post.

On Dec. 4, Marine Security Guards (MSGs) took control of the embassy as it engaged simultaneously in nearly two hours of exercises involving mass casualties, a chem-bio attack, medical first responders’ training and a simulated intruder scenario.

“Normally, only one of those exercises would be conducted at a time,” said Assistant Regional Security Officer Chad Scheatzle. “This was probably the biggest exercise ever held in [the Bureau of European and Eurasian Affairs], period. It involved the entire embassy overall and intimately involved 100 people.”

Planning began in the summer of 2012 for a small exercise to train medical first

responders. However, the offices involved in emergency training at post decided to expand that exercise to include all the types of emergency training normally conducted at post.

“You can never be prepared for every emergency, but if you can combine them it’s as realistic as we can get, because in real life there would never be just one section involved in an emergency,” explained Foreign Service Health Practitioner Tammy Young.

The planning team, composed of the Regional Security Office (RSO), Medical Office (MED), MSGs and the ChemBio team, developed a scenario in which a bomb goes off in the chancery’s cafeteria. The RSO team then cleared the area to ensure it was safe for the first responders to enter.

Subsequently, the simulated chem-bio incident occurred. By that time, said Scheatzle, “the Marines at Post One had time to go through security video footage and saw someone put a bag down in the cafeteria

that held the ‘bomb,’ so they knew that person—the intruder—was in the chancery. So, in about 40 minutes, all the scenarios had been keyed up and were active, with four simulated events taking place together.”

Ambassador Michael McFaul and Deputy Chief of Mission Sheila Gwaltney supported the exercise, and the unprecedented closure of the embassy for its duration, because, said Ambassador McFaul, “It’s important for everyone, both Russian and American employees, to get accustomed to working together in an emergency situation.

“Only something of this size and breadth would be able to expose any gaps we have in our training and planning,” he said. “I’m a great believer in muscle memory when it comes to training.”

Creating the most realistic scenes possible took staging and makeup wizardry. Embassy volunteers playing the role of victims in the simulated bomb blast were given a makeover using moulage kits supplied by MED and



**From top:** Regional Security Officer Andy Koropecjy and Deputy Sochi Olympics Coordinator John Galido check the Chancery's exterior; chem-bio responders get suited up with protective gear; medical first responders carry a wounded victim to a triage area.

*Photos by Mark Hejnar*

the MSGs. Victims used plastic body parts and colored wax to simulate gashes, wounds and burns. Some had IV bags filled with fake blood that they squeezed to make it look like they were bleeding, and some were even covered with shrapnel pieces.

The Facilities Maintenance team turned the cafeteria into a simulated bomb blast scene with overturned tables and chairs, wires hanging from the ceiling and debris everywhere.

"We didn't know the situation ahead of time," said first responder Dasha Bulycheva, an employee in General Services Office's Customer Service Center. "In training, we saw lots of videos of emergencies and disasters, and they did a good job of imitating a real situation. People were moaning, and there was blood everywhere. Sometimes I forgot that it wasn't real."

For Moscow's MED team, the ability to run an exercise of this size was a tremendous boost to the effectiveness of their training program. "We had 30 patients," said Young. "In a normal exercise, you'd maybe have five. But the more patients there are, the more experience you get with triage and the more you realize how chaotic a real scene would be."

Management Officer Paul Blankenship played one of the victims, and said he was ready when the first responders burst into the cafeteria. "I was trying to add to the chaos, to make it loud and noisy and make them react. We started yelling 'help me, help me.' They took me to a triage point, and I tried to put my weight on them and play it real heavy as if I had a leg injury," he said.

"In a typical emergency, you treat the most severely injured first," Young explained. "In a mass casualty [event], you want to save the most people that you can by treating the least injured first. The number of victims is usually far greater than the medical support available, so first responders have to integrate closely with the medical team."

The point of training is to "learn what everyone's role is so they can naturally fall into it in case of emergency," said the Nurse Tressa Silberberg of the MED Unit. "It keeps people from panicking and makes them feel less helpless." She said everyone's role is important, from the runner who gathers supplies, to the person responsible for the disposition of patients who are sent in ambulances to local hospitals, to the medical providers.

Embassy contract physician Dr. Corinne Giesemann said the exercise was extraordinarily helpful. "To have an outline and strategy on how we'll communicate, what resources are available and how to interface was very helpful," she said. "In a situation like that, you wouldn't have enough time to think it through. It was pretty realistic, and you know it isn't real, but you could still sense the adrenaline flowing."

During the post-exercise debriefing, participants voiced their thoughts and the planners discussed lessons learned. "The themes were communications, giving sitreps to Post One and travel in the embassy during lockdown," Scheatzle said.

The exercise generated follow-up actions. The MED unit, for example, will give first responders additional supplies, and medical providers will have blue vests to distinguish them from first responders.

From the RSO point of view, the exercise was a success. "You don't rise to the occasion, you fall back to training..." said Scheatzle. "Once the whistle blew, it was clockwork." ■







*Post of the Month*

# FRANKFURT

**World's Largest U.S. Consulate a Vital Regional Hub**

By Carlo Boehm, vice consul, U.S. Consulate General in Frankfurt





Frankfurt comes alive at night, especially the downtown and historic districts, which are home to numerous shops, restaurants and entertainment hotspots.  
*Photo by Isaac D. Pacheco*





Visit [state.gov/statemag](http://state.gov/statemag) to watch videos from this event.

Frankfurt, the most international of German cities, has many unique aspects, including its diversity. Nearly 200,000 foreign residents from 180 nations comprise more than a quarter of the city's population of 690,000.

Beyond its diversity, Frankfurt is the banking and financial capital of the euro zone, with 300 major financial institutions, Europe's second largest stock exchange and the headquarters of the European Central Bank. It is a cultural and literary cornucopia as well, with 30 museums, 11 theaters and the largest book and media fair in the world. And, as many State Department employees have discovered, Frankfurt is critical for travel and logistics.

Frankfurt's role as a central hub is reflected in the work of the U.S. Consulate General, which focuses on bilateral relations and is a regional base of operations for Department offices having a focus well beyond Germany. In this capacity, Frankfurt is the biggest post in the U.S. Mission in Germany. In fact, with 900 employees, including more than 400 direct-hire Americans, working at the 17 agencies represented there, it is the largest U.S. consulate in the world.

"All of the agencies here have a distinct mission, but all of them come together to advance the goals of the U.S. government," said Management Counselor Mike McCarthy. "The 'whole-of-government' approach that we talk about in Washington really comes to life in Frankfurt."

The consulate's large interagency presence means that officers, even at an early stage of their careers, can get substantive, meaningful interagency experience. For example, a consular

officer can speak directly with an IRS representative about an investor visa, and Diplomatic Security agents can consult with their FBI or DEA counterparts on ongoing cases.

"They don't just have superficial interactions. They consult on cases, conduct joint outreach and really get to see how each agency conducts its mission," said Charlie Wintheiser, chief of the consular section.

At this unusual post, most State Department offices are regionally focused. They provide logistical support to posts in Europe, the Middle East and North Africa. For instance, 30 diplomatic couriers ensure the safe and secure delivery of packages and equipment across EUR, NEA and AF. Three regional consular officers serve as an information lifeline for a wide array of small consular posts.

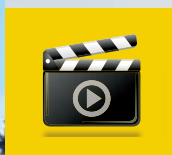
The centerpiece of the Department's presence at post is the Regional Information Management Center (RIMC). Focused on solving engineering, technology and management problems, RIMC supports every post in EUR, NEA and AF, as well as several in the Bureau of South and Central Asian Affairs.

"When there are phone problems in Paris or Rome or network issues in Tripoli, it is usually not the people at post who are fixing it. It is someone from here, from RIMC in Frankfurt," said Director Frontis Wiggins. "We dispatch people every day to all corners of Europe, the Middle East and Africa, both for urgent matters and in support of the Secretary's travel. Our staff are on the road more than 50 percent of the time performing expeditionary diplomacy as well as more routine functions, which are nonetheless urgent to the posts in question."



**Above:** Consulate employees, from left, Suzan Abare, Mark Stoeklen, Steffi Leister, Willy Morgan and Christina Speer-Reinsch stand in front of Frankfurt's Alte Opernhaus on Consular Leadership Day. *Photo by Robert Baker*

**Right:** St. Catherine's Church is a 54-meter tall baroque building located in Frankfurt's old city center. Originally constructed in 1681, the church had to be rebuilt after Allied bombing in World War II. *Photo by Isaac D. Pacheco*







Locals and tourists looking for dining and shopping opportunities hurry along Zeil Street in Frankfurt's bustling Hauptwache district.

*Photo by Isaac D. Pacheco*

**Below:** Ambassador Philip Murphy dons the gloves at a boxing club near Frankfurt.

*Photo by U.S. Consulate General Frankfurt*







**Left:** Frankfurt's once-famous medieval city center was obliterated during World War II. Restored "historic" buildings in Römerberg bring back some of the architectural heritage that was lost during the war. **Bottom right:** Frankfurt's modern skyline stands in sharp contrast to most of Germany's other major cities, mainly because its buildings are so new. This shot looks West toward the city's financial district from the top of the Imperial Cathedral's spire. *Photos by Isaac D. Pacheco*

Frankfurt staff also experience many benefits associated with being in the heart of Europe, in one of the continent's most dynamic and cosmopolitan cities. Employees can sample a diverse selection of food and drink at more than 1,500 restaurants and bars that specialize in everything from traditional apple wine to Ethiopian, Persian and Malaysian cuisine. They can take in a theater or opera performance, or explore a zoo or museum. Because 52 percent of the city's land area is covered by green space, employees can go for a run or a ride after work on the excellent network of bike and jogging paths. Public transportation is superb, with nine subway lines and numerous buses and trolleys.

Travel beyond the city is easy as well. No car is necessary in this public transportation-friendly country, but many enjoy the chance to test their cars on the famous Autobahn system. Paris, Amsterdam, Brussels and Berlin are all less than four hours away by train.

The vast majority of State Department employees are housed in the 372-unit Carl Schurz compound, or Siedlung. Laid out over several city streets, the Siedlung boasts comfortable apartments that were originally built for the Allied High Commission during the post-World War II Occupation. Over 50 years, its streets and paths have taken on an unmistakably American character.



Consulate employees, from left, Bernadette Wolfe, Monique Atwood, Courtney LaCroix and Isabel Henry flash their cash in front of a bronze bull statue at the Frankfurt Stock Exchange. *Photo by Sean Haviland*







For some, the communal setting can be a bit intense. “Although it is great to have nearly all the comforts of home right on the Siedlung, it is also easy to miss out on real interaction with our German host community,” said Vice Consul Mike Davis. “In fact, one of the first things my German friends notice when they come to visit is that it feels like they are in a whole new country—complete with charcoal grills not normally seen in Europe.”

“People with families are happy with the housing situation,” said Community Liaison Office Coordinator Janet Hartnett. “It is a great place for kids because it gives them an almost immediate network of friends, and many social events take place at our community field house. We are conveniently located near public transportation, which is easily accessible for teens who want to go into the city, to the malls or even to the movie theater. Since we live in a relatively safe and low-crime environment, it makes raising kids here easy.”

It’s also a great place to have dogs (Germans love their four-legged friends). “We travel with our dogs everywhere and hotels welcome them without question,” Hartnett said. “Outdoor cafes are quick to offer dogs a fresh bowl of water or even treats. Close to the Siedlung are some wonderful parks for dog walking.”

Most consulate employees agree that Frankfurt is an excellent place to take on substantive, interesting and varied work while enjoying a great quality of life in one of Europe’s most connected and energetic cities. ■



## At a Glance Germany

**Capital:** Berlin

**Government type:** Federal republic

**Area:** 357,022 sq. km.

**Comparative area:** Slightly smaller than Montana

**Population:** 81.3 million

**Language:** German (official)

**GDP—per capita:** \$39,100

**Agricultural products:** Potatoes, wheat, barley, sugar beets, fruit, cabbages, cattle, pigs and poultry

**Export commodities:** Motor vehicles, machinery, chemicals, computer and electronic products, pharmaceuticals, metals, transport equipment, food and textiles

**Import commodities:** Machinery, data processing equipment, vehicles, chemicals, oil and gas, metals, electric equipment, pharmaceuticals, food and agricultural products

**Currency:** Euro (EUR)

**Internet country code:** .de

*Source: Country Background Notes*





## Consulate Home-Brews for Representational Event

By Gavin Piercy, vice consul;  
Erin Markley, consul; and  
Chris Canellakis, consul;  
U.S. Consulate General in Munich

The economic and political fates of Munich, Germany, have been intertwined for centuries with the production and sale of beer. So, when the Department of State launched the Diplomatic Culinary Partnership in September 2012 to promote diplomacy through the culinary arts, home-brewer Randall Merideth, chief of the consular section at the U.S. Consulate General in Munich, immediately thought of beer.

A staple of American food culture, beer features prominently in the nation's beginnings. According to the Beer Institute, a diary entry from a Mayflower passenger linked the unplanned landing at Plymouth Rock with a shortage of victuals, including beer. One of the Pilgrims' first important culinary achievements was learning to brew beer from available crops.

Inspired to link Bavaria and the United States on this liquid platform, Merideth began to plan a beer-tasting as a representational event. As Secretary of State Hillary Clinton once said, "Food isn't traditionally thought of as a diplomatic tool, but sharing a meal can help people transcend boundaries and build bridges in a way that nothing else can." The U.S. Consulate General in Munich has found that this goes double for beer.

Munich is a modern city with a traditional core. Although Munich's many beer halls, restaurants and cafes cater to tastes from around the world, the cuisine of Munich's home state, Bavaria, is still the favorite fare of locals. Beer hall menus are filled with sausages, sauerkraut and leberkaese (think bologna meatloaf) and beer. Bavarian lagers and wheat beers from the "Big Six" Munich breweries—Loewenbrau, Augustiner, Hofbraeu, Paulaner, Hacker-Pschorr and Spaten—are readily available, but if you want an India pale ale or something fruity, the search may be long and arduous.

A bottle of Pumpkin Ale sits beside a Bavarian staple.  
Photo by Dave Bonte



∞ Bavarian ∞  
Beer-plomacy



Bavarians hesitate to venture into new beer territory, particularly when it comes to American beer. However, this is beginning to change as more American breweries are becoming known in Bavaria. Borrowing from craft and home brewing in the United States, Bavaria's breweries and citizens are beginning to experiment with new tastes and styles.

With his passion for home brewing, Merideth is in the right place at the right time. He had already hosted several consular receptions featuring his own brews when he was inspired by the release of the official recipes for White House Beer (at <http://www.whitehouse.gov/blog/2012/09/01/ale-chief-white-house-beer-recipe>) to hold a consulate-wide event.

The concept was simple: Consulate employees would work together to brew different beers and then host a reception. To add to the fun, the apprentice brewers were responsible for bringing an appetizer to pair with their beer. Employees from all sections responded to the call and spent the next two Saturdays following the White House Honey Ale and White House Honey Porter recipes to the letter, with one key exception. Because the brewers didn't have access to the honey produced by the First Lady's bees, they used honey from bees residing on the hillside overlooking the Bavarian Hops Museum.

Before the White House Ale finished aging, Consul General Bill Moeller and the consular section co-hosted a Thanksgiving-themed happy hour featuring pumpkin ale. The event coincided with visits from Deputy Chief of Mission Jim Melville and the Mission Germany consular managers, and that provided the perfect opportunity to host their counterparts from the Australian, Belgian, British, Dutch and South African consular sections.

Although the pumpkin ale was a big hit, the accompanying Thanksgiving-themed appetizers got the most attention. The freshly baked turkey sliders with cream cheese and cranberry sauce quickly disappeared, and the Dutch consul declared, "The beer is good, but the pie is better!" after eating several of the mini pumpkin pies.

Round two of "beer-plomacy" occurred at the consul general's residence and featured the White House Beer tasting. The appetizers, carefully chosen to accompany



the brews and represent American cuisine, included bacon-wrapped dates, sourdough crostinis topped by wild-caught Alaskan smoked salmon and southern Buffalo-chicken sliders with blue cheese.

In the beer tasting, the beer-savvy Bavarian guests had to admit that both White House brews were pretty good, but the Honey Porter beat the Honey Ale hands down. Georg Tscheuschner, the owner of Kleinbrauerei Schorschbräu Brewery, said the Honey Porter "would be my favorite for dark meat and winter evenings," and Christian Gnam, hobby brewer and director of Invest in Bavaria, called it "more balanced in the taste."

Gnam said he liked the idea of a beer-tasting event. "In Germany, when people get together they normally just stick to one type. At a tasting, you start to appreciate the beer and develop a certain consciousness."

CG Moeller said the White House beer tasting was a great opportunity for the consulate to connect to younger Bavarians in a new and personal way. "That's a priority for us, so we definitely plan to do more events like this in the future," he said.

After tasting the consulate's brew, brewer Tscheuschner opened a few bottles of his Eisbock 20 specialty beer, then entertained the crowd with tales of his competition with a Scottish brewery to brew the strongest beer in the world; his current record is 57.5 percent potency. He's seeking FDA approval to sell to the U.S. market and said he was thrilled to share his work with the consulate community.

The beer tastings were a cultural experience that showcased beer as a bridge of mutual understanding and exchange. With inspiration from the White House's recipes, the consulate shared a taste of American gastronomy rarely enjoyed in the beer halls of Munich. ■

**Top:** Marine Security Guard Sgt. Matt Lukas adds local Bavarian honey to the White House Honey Ale. *Photo by Gavin Piercy;* **Center:** Consul Erin Markley bottles White House Honey Porter. *Photo by Randall Merideth;* **Bottom:** From left, Consul Markley, Consul General Bill Moeller and local English language trainer Locke MacKenzie make a toast with the White House Honey Ale. *Photo by Dave Bonte*

# Experiencing America

## Program Gives Participants U.S. Insights

By Nathan Arnold, communications officer, Office of International Visitors

At a sheep farm outside of Ashton, Ill., an International Visitor Leadership Program (IVLP) participant asks farmer Mark Meurer if his livestock are ever stolen. Meurer reflects, then says he can't recall it ever happening.

Across the country in Reno, Nev., an IVLP participant experiences his first snowfall, borrows a pair of boots and helps shovel out his host's driveway. And in a diner that could be in any American small town, an IVLP participant tweets "Why, America? Why so many types of sugar?"

In 2012, more than 5,200 professionals—all current or emerging leaders in their countries—visited American cities throughout the country as part of the IVLP. Invited by the U.S. missions in their homelands, they came for professional meetings and to network with American counterparts. They returned with memories that ranged from dinner with a family to a baseball game at a minor league park.

"When I meet with groups at the start of a project, I tell them to ask a lot of questions and ask the same question to multiple people," said Alma Candelaria, director of the Office of International Visitors. "At the end of the project I see the impact. People come for meetings in Washington or New York, but they understand America by connecting in places like Bozeman and Tulsa."

At any time, more than 250 IVLP participants are in the United States, in cities large and small. Many express surprise at the range of viewpoints they encounter; they're especially surprised that Americans are critical of their government. On program evaluation forms, they constantly mention American diversity in ideas and culture, and the spirit of community service and volunteerism. These insights help dispel pop culture stereotypes.

IVLP projects are coordinated by local Councils for International Visitors (CIVs), which are led by the National Council for International Visitors (NCIV). CIVs spread the word about the program to community officials, local business leaders and individuals, whom they seek as hosts, volunteers and donors. Federal funding typically supports only 25 percent of a CIV's budget. The CIVs rely on a network of 40,000 volunteers who arrange meetings and cultural events.

Historically, CIVs relied on word of mouth and contacts in international relations to support their 94 local organizations in 44 states. But recently,

the Internet and social media have opened up possibilities for new types of promotion. Almost all the CIVs now have a Web presence that offers information on getting involved or donating, and they continue to join Facebook and Twitter to promote their organizations. For instance, the International Visitors Council of Detroit's Facebook page highlights "Fun facts to share with international visitors about Detroit!" and includes posts from IVLP participants staying in the city.

Last year, the Office of International Visitors, which administers the IVLP, started a Facebook page and Twitter account that connect and promote the NCIV network. Each week, the accounts showcase IVLP participants in a U.S. city.

The Department has also worked with five-time world figure skating champion Michelle Kwan, a senior advisor in the Bureau of Educational and Cultural Affairs, to produce a video public service announcement (PSA) called "Expand Your World" ([exchanges.state.gov/ExpandYourWorld](http://exchanges.state.gov/ExpandYourWorld)). It emphasizes that getting involved is as easy as meeting someone for coffee or picking participants up from the

Participants on an IVLP project commemorating the 50th anniversary of Peace Corps install a fence with their American counterparts in Boulder, Colo.

*Photo by Dorothy Riddle*







**Clockwise from above:** Michelle Kwan tapes a video to promote the work of the National Council for International Visitors Network. *Photo by Nathan Arnold*; IVLP participants and their American hosts gather for dinner in Florida. *Photo by Jena Melancon-Gissendanner*; Hibba Hussein of Sudan volunteers at the DC Central Kitchen during her IVLP project on culinary diplomacy. *Photo by Nathan Arnold*

airport, and promotes the CIV websites and local contacts. Jennifer Clinton, president of NCIV, said the PSA and website were “a powerful and easily accessible tool to encourage Americans to engage with the world.” She lauded Kwan as “a wonderful role model for how individual citizens, no matter their profession, can play a significant role in building relationships across cultures and borders.”

The CIVs have creatively addressed the Department’s new project themes. For example, in 2012, the IVLP hosted more projects associated with lesbian, gay, bisexual and transgender (LGBT) issues and on women’s rights than in any other year. When one LGBT rights group traveled to Fort Worth, Texas, the local CIV arranged for it to attend a gay pride parade. In Seattle, the local CIV arranged for participants in the African Women’s Entrepreneurship Program to meet with the owner of Pike Place Fish Market before attending the U.S.-Africa Business Conference.

In January 2013, the IVLP launched a project focusing on infrastructure and transit, showcasing transit projects in sprawling U.S. suburbs and smaller cities. In February, six IVLP alumni on a “Gold Stars” tour involving one participant from each world region returned to the U.S. cities that made a difference in their lives. Among them was Claudia Toni of Brazil, who has helped more than 15,000 disadvantaged children through a relationship formed with the Julliard School of Music.

“The Gold Stars invigorate our network,” said Carol Grabauskas, deputy director of the Office of International Visitors. “They see the results and international impact of their hard work.”

In the past few years, the IVLP has increased the number of rapid-response projects in its VolVis division, which designs shorter-term projects in response to emerging foreign policy priorities. Some of the IVLP’s best-known projects are managed in VolVis, including International Women of Courage and TIP (Trafficking in Persons) Heroes. CIVs are becoming more involved in supporting short-term youth exchange programs and organizing foreign student host-family placement for program based on the academic year run by the Office of Citizen Exchanges.

Although IVLP exchanges are relatively short, they are often remembered years afterward. Recently, NATO Secretary General Anders Fogh Rasmussen recalled his IVLP experience in detail in a speech at the 50th anniversary of the Springfield Commission on International Visitors. Countless journalists have gone home to recount their IVLP experiences for a mass audience.

As it has done since 1940, the IVLP continues to connect cultures and expand worldviews for both foreign participants and Americans. ■





AIR MAIL  
PAR AVION

# POSTCARDS FROM THE EDGE

## Couriers Recall Career Adventures

Compiled by Kevin Casey,  
public affairs specialist,  
Bureau of Diplomatic Security

Each year, nearly 100 diplomatic couriers spend thousands of hours escorting millions of pounds of classified U.S. diplomatic pouches by air, sea and land. Couriers also escort material going to hostile environments and disaster zones, equipment headed to security operations at major events such as the Olympics and tons of construction materials destined for secure spaces in new embassies and consulates.

Although the Diplomatic Courier Service, part of the Bureau of Diplomatic Security's Countermeasures Directorate, has four regional divisions and six hubs on six continents, and serves U.S. posts daily, few outside the service know what a courier's life is like. In the first part of a two-part series, three couriers offer recollections of career highlights.



The State Department's famous  
"most traveled" diplomatic  
courier pouch is on display at  
the Harry S Truman Building in  
Washington, D.C.  
*Photo by Isaac D. Pacheco*



# CROSSING CHINA BY TRAIN

By Angela Halonen-Webb, Beijing, China

Today, John Gennari and I wrapped up one of the largest rail movements in U.S. diplomatic courier history. We started in Hong Kong, at the bustling Hung Hom Train Station. We closely watched the diplomatic pouches as they were unloaded from an embassy vehicle onto baggage carts. The porters then steered the small caravan of tangerine-colored pouches across two lanes of traffic and into the terminal's main hall. With its high, scalloped ceiling and walls of glass, Hung Hom looks a lot like an airport terminal, so we couriers felt right at home.

I led the pouch-bearing porters onto the train, while John watched the remaining pouches on the platform. We inched our way through the crowded, smoke-filled compartments like a trail of ants hefting bulky loads.

It looked like chaos, but John and I are old hands at this. Our eyes were glued to our classified cargo at all times, endlessly counting and recounting the pouches. Surprisingly, we did not draw a lot of attention; to the regulars at Hung Hom our pouch runs are routine. Since the large, new American Embassy in Beijing opened in 2008, diplomatic couriers have escorted large quantities of pouches by rail from Hong Kong every two weeks. This run, though, was one of the largest; its more than 900 kilograms of pouches approached the Chinese government's limit of 1,000 kilos per mission.

Sometimes, I get on the train with a fistful of tickets (one passenger seat must be bought for each pouch), but this time, with so many pouches to control, we booked two whole cabins. I wedged half of our pouches onto three of the four bunks in my tiny cabin and kept the last bunk for myself. John did the same in his cabin next door.

Just the previous day, I had accompanied these pouches to Hong Kong via a flight from the Regional Diplomatic Courier Hub in Seoul, South Korea: my base. Luckily, I'd been able to lock them in the vault at the U.S. Consulate General in Hong Kong overnight, so I was well rested. John also had rested after flying in from the Bangkok Regional Diplomatic Courier Division.

That rest proved valuable: With the other train passengers chattering away, smoking a dizzying array of tobacco products and cooking pungent meals, we spent the next 30 hours without sleep.

When we arrived in Beijing, U.S. Embassy porters and their escort met us with carts to help unload the material. Finally, with pouches in tow, we passed through Immigration and Customs to Arrivals, where an embassy truck waited in the parking lot.

The next day, we did the whole trip in reverse, safeguarding classified diplomatic material leaving Embassy Beijing for Washington, D.C., and the rest of the world.

**Above:** Diplomatic Courier John "Geno" Gennari shares his tiny cabin with dozens of diplomatic pouches on the train from Hong Kong to Beijing. *Photo by the author*; **Left:** The train passes through many small towns on its 30-hour journey. *Photo by John Gennari*





CONFIDENTIAL

**Right:** A U.S. Air Force C-17 Globemaster III aircraft assigned to the 816th Expeditionary Airlift Squadron, sits on the flight line during pre-flight checks prior to an aerial transport mission. *USAF photo*; **Below:** An Air Mobility Command C-17 Globemaster III lands as an F-16 Fighting Falcon prepares for takeoff at Balad Air Base in Iraq in 2012. *Photo by Master Sgt. John E. Lasky*

## ON SUPPORT FLIGHTS WITH THE AIR FORCE

By John Wright,  
Kabul, Afghanistan

The life of a diplomatic courier is not one of jetting about the world, sipping champagne in First Class. Today's courier is a hardy soul who escorts pallets of sensitive materials on long-haul trucks, trains and ships on the high seas. Most often, I travel by truck or on civilian, FedEx and military cargo flights.

The departments of State and Defense cooperate on support flights to places that otherwise receive little cargo or pouch support. At various times each year, diplomatic couriers join support flights to South and Central America, Africa, Asia, the Pacific Rim and Central Asia, the latter on a circuit with destinations in the Middle East and Europe.

The behemoth C-17 is the workhorse of the support flight, transporting extraordinarily large and heavy freight and oversized vehicles. The flights depart from Andrews Air Force Base, near Washington, D.C., and include the crew, mission observers, courier and USAF Phoenix Ravens, a specially trained security force for Air Mobility Command aircraft transiting critical threat areas. We all do whatever it takes for a successful mission, even building and breaking down pallets or moving cargo on and off the plane.

At post, the support-flight

coordinator provides ground support, working with embassy personnel, airport officials and the host government and military. In the local language, it can be tricky to describe the equipment needed by the ground crews who unload heavy freight and diplomatic pouches, but everyone finds solutions to accomplish the mission.

The demands of a support flight can be exhausting, so when we get to remain overnight on the ground, morale soars. We catch up on sleep or go sightseeing. After all, the support flight is an adventure that takes us far off the beaten track.



AIR MAIL



**Right:** Showing their credentials to observe the Senegal election are, from left, Diplomatic Courier Catherine Skillman, Dakar Regional Courier Office Expediter Ibou Ndiaye and Diplomatic Courier Cynthia Slater. **Photo by Jerry Alvarez;** **Below:** Senegalese children display discarded ballots. **Photo by Catherine Skillman**

## OBSERVING A SENEGALESE ELECTION

By Catherine Skillman, Dakar, Senegal

My notes from the security briefing for official observers of the 2012 presidential elections in Senegal:

1. Pack for extra days in case you can't return home;
2. Bring a flashlight and enough food and water for the day; and
3. Have the RSO on speed dial and make sure phones and BlackBerrys are charged to send regular reports.

These emergency measures might be unusual for most Foreign Service personnel, but they are my typical preparations for a diplomatic courier mission.

I work in the Dakar Regional Diplomatic Courier Hub, one of the smallest branches in the courier service. As a member of the larger embassy community, I stepped forward when the embassy needed volunteers to observe a landmark African election. I thought, "This requires stamina, resourcefulness and patience—custom-made for a diplomatic courier."

Large demonstrations and some violence had plagued Senegal, since 87-year-old incumbent President Abdoulaye Wade announced

his intention to seek a controversial third term. Having observed the first round of elections in February 2012, we were heading back for the final two-man runoff between President Wade and opposition candidate Macky Sall in March. My observation team covered 20 polling places in a region about two hours away from the capital city of Dakar. We'd been told to observe but not interfere, and to report any intimidation or fraud but not get involved. Ambassador Lewis Lukens also advised: "Above all, stay safe."

From 8 a.m. to 6 p.m., we traveled through the hot and dusty countryside to rural communities, including one where an elderly lady asked my Senegalese colleague Boubacar Diallo if this was where they were giving people money to vote. Was she really going to sell her vote?

"No," Boubacar replied. "It's probably just a rumor, and she doesn't have a voter card." He gave her 500 CFA (\$1) to get a snack before the long trek back to her village.

The theme from "Chariots of Fire" played on local radio all day

as rumors and election results poured in from listeners. Callers reported from polling places all over Senegal, and an on-air statistician tabulated the results. My team watched as votes were counted in bare-bones classrooms with no glass in the windows. Crowds leaned in to eavesdrop and add the light of their cell phones to that of the one battery-powered lantern supplied to each bureau de vote. The count was certified by citizens and officials, who bound the tallies with string and a wax seal before posting the handwritten results outside the door.

When President Wade conceded just a few hours later, an impromptu party filled the streets. ■





# Overseas Ally

## Directorate Helps Americans on Foreign Shores

Story by Michelle Bernier-Toth, director, Directorate of Overseas Citizens Services | Photos by Ed Warner



Directorate of Overseas Citizens Services (OCS) staff describe their workplace as supportive, a community, dedicated, dynamic, caring and even fun. It's a place where people and opinions count, one rich in history and tradition, which is only appropriate since OCS's mission of protecting and assisting U.S. citizens abroad dates to our country's origin and remains one of the Department's highest priorities.

The nearly 200 employees who make up OCS—Foreign Service and Civil Service officers, contractors and students—share a commitment to public service and helping the nearly 7 million Americans residing overseas and the estimated 68 million who travel abroad each year.

They also support each other. As one OCS officer put it, "I love my colleagues; we're not just a team, we're family."

Jill Larsen, a branch chief in the Adoptions Division, agrees. She left OCS briefly for another bureau but returned as soon as there was a job opening. "I'm glad that OCS saw value in bringing me back to the family," she said.

There's also variety: One never knows what the day will hold, especially at OCS's American Citizens Services and Crisis Management (ACS) unit. ACS officers work closely with U.S. embassies and consulates to provide consular services to U.S. citizens abroad. That may involve a complex citizenship case for which a post needs guidance or a high-profile arrest generating public and congressional attention. It may be talking to the grieving parents of a teen killed during a study abroad trip, processing a citizenship renunciation for a prominent political figure or providing crisis

management guidance to a small embassy in a country experiencing civil unrest.

ACS also runs the Department's Voting Assistance Program, helping U.S. citizens overseas understand and exercise their right to vote in state and federal elections. Consular officers and employees overseas may turn to the directorate for guidance and find that what seemed a unique case had been dealt with by ACS's experienced country officers in the past.

Solange Garvey, a country officer in ACS's Africa Division, says the best part of her job is "being able to help someone every day, including people who are the victims of financial scams." She said she always

calls them back later and tells them "not be ashamed, and to share their experiences with others to help them."

ACS's five geographic divisions reflect the Department's geographic bureaus, and its country officers work closely with their bureau counterparts to monitor trends and threats affecting U.S. citizens abroad. ACS shares this information via CA's Consular Information Program, which includes Travel Warnings, Travel Alerts, Country Specific Information, Fact Sheets and messages to U.S. citizens in a country. (This information is available on CA's [travel.state.gov](http://travel.state.gov) website and by signing up for CA's Smart Traveler Enrollment Program.)



Senior Policy Analyst Monica Gaw checks her voicemail.



The Office of Children's Issues (CI) focuses on intercountry adoption and international parental child abduction. Established in 1994, CI has found that, as families become more international, these issues have taken on greater importance and sensitivity. Its officers understand the trauma that left-behind parents experience on discovering their child has been abducted by the other parent and help parents identify their options for seeking return of or access to their children.

In 2012, CI received reports of 1,144 children abducted from the United States, as well as 473 children abducted to the United States from overseas. CI's strategy for engaging intensively with foreign governments on how they respond to abduction cases resulted in the return of more than 500 children to their habitual residence in the United States and more than 150 abducted children to habitual residences in foreign countries.

Officers in CI's Adoptions Division watch for signs that a foreign country's adoption system is failing to protect children, birth parents and adoptive parents from corruption and child selling. CI collaborates with U.S. Citizenship and Immigration Services and CA's Directorate of Visa Services.

CI also accredits and oversees U.S. adoption services that work in nations party to the Hague Adoption Convention, a novel U.S. government function. (Starting in 2014, all U.S. adoption service providers working in foreign countries must be accredited.) The adoptions are not all by U.S. citizens: CI's LaTina Marsh processes about 95 cases per year of U.S. citizen children being adopted by foreign parents.

As its work is based in U.S. or international law, OCS relies heavily on its Office of Legal Affairs (L), working in close coordination with the Office of the Assistant Legal Adviser for Consular Affairs. Corrin Ferber, L's supervisory attorney, said she joined the Department in 2004, in part, to work on international family law issues.

"I like the wide range of issues and the opportunity to do analytical thinking and brainstorming on complicated cases," she said. She termed her colleagues a dynamic, action- and results-oriented group.

The office also does interagency liaison, especially related to the delivery of federal benefits to recipients, and promulgates forms and official guidance—challenging and time-consuming but essential tasks. "Some of the things we deal with involve the most important stages in people's lives," said L Intern Daniel Klimow.

OCS's Consular Crisis Management (CCM) unit has four employees, who coordinate the consular aspects of the Department's responses to crises.



In collaboration with ACS and the Operations Center's Crisis Management Support unit, CCM provides practical and policy guidance to posts in crisis and logistical support to CA's task force on the crisis, including ensuring that the task force is appropriately staffed.

Once a crisis has ended, CCM helps the bureau determine the lessons learned. It also trains consular employees worldwide on CA's Crisis Task Force software, prepares for crises and maintains ties with U.S. and international airlines and cruise companies, to ensure communication and cooperation during a transportation accident or to identify the availability of commercial transportation options during other crises. Finally, CCM ensures that an

**Top:** ACS Country Officer Solange Garvey, left, and Systems Liaison Officer Jeanette Rébert chat in an office hallway. **Bottom:** Acting Special Assistant Brigid Reilly Weiller, left, shares details from her phone call with Principal Specialist Rebecca Moore.

OCS officer is available 24/7 to respond to emergency consular cases.

ACS's Outreach and Training (OT) unit promotes communication with the U.S. public about citizen services and ensures that consular employees have essential training and resources. It coordinates with FSI's Consular Training Division and CA's Outreach Unit to craft public messages, develop courses and identify delivery opportunities.



## Office of the Month

**Clockwise from right:** Taking a break from their meeting are, from left, Analysts Douglas Ray and Kaye Shaw and Systems Liaison Officer Jeanette Rébert; ACS Country Officer Meena Korff shares a smile; Social Advisor for Children's Issues, Ambassador Susan Jacobs, left, explains a point to Adoptions Country Officer Patricia Hickey.



OCS's culture emphasizes on-the-job training. An in-service training program called OCS University offers monthly core and elective courses presented by OCS staff and other Department subject matter experts, who gain public speaking skills. Topics include tradecraft, professional development and practical issues. Many OCS staffers say they like being able to learn from their colleagues. As Country Officer Garvey put it, "What you learn here, you can take with you as you grow as a person and an officer."

The ACS Program Management (PMO) team has been described by at least one OCS

staffer as "the engine that drives OCS." The team works with CA's management and systems offices to improve the efficiency and effectiveness of OCS programs, aiming to continuously improve planning, operational excellence and customer service. PMO's duties include developing the directorate's annual budget and strategic plan, coordinating development of OCS's specialized computer systems, overseeing contracts for staff and call center support and coordinating employee development and new staff orientation programs.

Jeanette Rébert, a PMO systems liaison, said she loves her job's complexity and

diversity. She works with CA's Consular Systems and Technology Office on developing new consular systems, bringing to the task an overseas user's experience and perspective.

"We can't hide behind a desk," said Rébert. "We have to be creative and inventive. OCS work requires officers to improvise and use their common sense."

She had a major role in the development of CA's system for disseminating information to large numbers of U.S. citizens overseas, and said posts have provided great feedback on it thus far.

"I feel like I made a difference," she said. ■



# CUTBACKS AT EMBASSY GUANOVA

THIRTY PERCENT CUT IN THE USE OF THE WORD "IMPACTFUL" (APPROPRIATE SYNONYMS MAY BE SUBSTITUTED)

PRISCILLA, YOUR CABLE ON TRENDS IN BEETROOT TRADE IS WICKED SICK!



ALL OFFICIAL IN-COUNTRY TRAVEL MUST BE DONE USING THE LEAST EXPENSIVE LOCALLY AVAILABLE TRANSPORTATION.

YOU KNOW THE NEW POLICY, BIGGLES—NO RACING AROUND ON THE AARDVARKS WITH FOUR GOOD LEGS WHEN THERE ARE THRIFTIER OPTIONS!



LANGUAGE TRAINING WILL BE REDUCED TO MEMORIZING PLEASANTRIES AND COLORFUL LOCAL SAYINGS.

(SO DOES THE UNITED STATES AGREE TO THE TERMS OF THIS NEW MILITARY COOPERATION AGREEMENT?)

(A WAXED GERBIL BEARS NO GRUDGE!)



DEPUTY CHIEF OF MISSION BRANSON FAIRHOGG WILL REGALE COLLEAGUES WITH FORTY PERCENT FEWER "WAR STORIES"...

EFFECTIVE IMMEDIATELY, ALL EMBASSY "HAPPY HOURS" ARE REDUCED TO "THIRTY MAUDLIN MINUTES."

SO I'M HANGING ONTO THE FOREIGN MINISTER BY THE BELT AND HE SAYS "WHAT WE NEED IS SOME TREATY PAPER, YOGURT AND A FUNNEL," AND THAT'S WHEN WE SAW THE BEAR...





## Long Flights Pose Blood Clot Risk

By Dr. Georges McCormick, regional medical officer, U.S. Embassy in Frankfurt

Travelers flying long distances, especially flights longer than 10 hours, are subject to a very small risk of developing lower-extremity blood clots. About 1 in 5,000 healthy travelers develops a clot after four or more hours of travel. The risk of clots increases about 25 percent with each additional two hours of flight time. The risk is about 1 in 1,000 for flights 12 hours or longer.

Clots usually begin in the veins of the leg. Sitting long hours in a cramped space and hardly moving the legs allow one's veins to engorge and blood to stagnate. When blood does not move, it clots. Although most clots produce no symptoms and dissolve, sometimes blood clots in the large veins of the leg can break free and float to the lungs, blocking blood flow and oxygenation.

The risk of blood clots substantially increases where pre-existing conditions promote clotting (see table below). The use of birth control pills increases the risk 16- to 20-fold, while obesity, present in more than 30 percent of the U.S. population, raises the risk 2- to 7-fold. When a traveler has several clot-enhancing conditions, the risk is multiplied. As noted in the table, some risk conditions are more serious than others.

Patients on medical evacuation travel sometimes have conditions that are major risks for intravenous blood clots. Leg immobilization, due to a cast or brace or paralysis, allows blood in leg veins to stagnate, significantly increasing clotting risk. Recent surgery, particularly knee and hip replacement, is another major risk. Some types of cancer seriously increase the risk of clotting.

There is no technique to predict when a clot in a large leg vein might abruptly

migrate to the lungs. The first warning may be multiple lung clots, which can cause severe shock or death, even if treated quickly. Lung clots are the third leading cause of cardiovascular death in the United States, with more than 150,000 people dying each year.

### Prevention

To prevent blood clots when traveling on long flights:

1. Get up and walk. Aim for five minutes of walking for every hour of flying beyond four hours.
2. Stretch and flex your legs. Perform leg exercises at least hourly, which is easier if underseat space is unobstructed.
3. Consume adequate fluids. Avoid caffeinated and alcoholic beverages, which lead to dehydration.
4. For travelers with varicosities or leg swelling, wear thigh-high or lower-leg compressive stockings, which do not bind at the level of knee flexion.
5. Avoid sedatives, since the incidence of clots increases with the length of time spent sleeping during a flight.
6. Strive to obtain an aisle seat. (In one study, 19 of 20 travelers who developed a clot sat in a non-aisle seat, most often the window seat.)

Contrary to popular belief, flight-related blood clots are not an economy-class syndrome. There is no evidence that clots occur less frequently among business-class travelers. In fact, greater comfort in business class may result in less exercise and walking, thereby increasing risk.

Individuals with medical conditions that increase the risk of blood clots should seek

the advice of their health practitioner. If they have major risk factors and are traveling for 12 or more hours, they should ask their doctor whether a single dose of a blood thinner should be taken two to four hours prior to a long-haul flight. These agents have been shown to effectively prevent clots in other clinical situations and are sometimes recommended for certain travelers, but not those with bleeding risks or a prior allergic reaction to anticoagulants.

### Treatment

A traveler should immediately seek medical evaluation if leg pain, swelling, redness (signs of a blood clot in a leg vein) or shortness of breath at rest or with exercise (symptoms that may indicate lung clots) occur after a long flight. Prompt diagnosis and treatment can be life-saving. Immediate anticoagulation treatment inhibits further clotting while the body dissolves the clots.

A traveler developing a blood clot may need to be tested for inherited clotting disorders and other conditions. Women may be advised to discontinue estrogen-containing pharmaceuticals such as contraceptives, estrogen replacement therapy and tamoxifen. Pre-flight self-administration of an anticoagulant may be recommended for two or more years after the event, assuming there are no contraindications.

Having risk factors or previous blood clots should not stop employees from flying long distances to overseas assignments, but they should contact their personal physician or, if stationed overseas, a Department medical officer to discuss what precautions they need to take. ■

### RISK FACTORS FOR BLOOD CLOTS

#### Moderate risk factors:

- Pregnancy
- Use of estrogens or medications with estrogenic effects (contraceptives, post-menopausal hormone replacement therapy, tamoxifen)
- Large varicosities in the legs
- Leg edema
- Serious medical illness (such as heart failure)
- Autoimmune disorders (such as systemic lupus erythematosus)
- Obesity (BMI > 30)
- Very short stature (< 165 cm/65 inches) or very tall (> 185 cm/ 73 inches)
- Age > 70 years
- Family history of clotting disorder

#### Major risk factors which warrant discussion with personal health care provider:

- A clot in the large veins of the leg or lung which occurred without known cause
- A blood clot of known cause, with the cause now eliminated, within the previous two years
- Hematologic disorders that increase intravenous clotting risk, such as Factor V Leiden abnormality
- Antiphospholipid syndrome
- Leg immobility (paralysis, cast or brace immobilization, inability to ambulate) during the flight and also a history of > 3 days of leg immobilization or bed confinement in the prior four weeks
- Major surgery, especially total hip and knee replacements
- Malignancy or active chemotherapy
- Other "hypercoagulable states" (medical conditions known to increase the risk of spontaneous blood clotting)



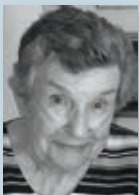
# Obituaries



**Christopher Paul "Norm" Bates**, 41, a Foreign Service information management officer, died Jan. 13 in Johannesburg, South Africa. He joined the Foreign Service in 2001 following military service on a nuclear submarine. His postings included Dakar, Nairobi, Maseru and Johannesburg. He won the 2003 AAFSW Secretary of State Award for Outstanding Volunteerism Abroad for his contributions in Dakar. He enjoyed bow hunting, the Masons and wearing an elaborate Scottish kilt ensemble to social events.



**Melissa A. Dorsey**, 30, a Foreign Service officer, died Jan. 4 from cancer in New York, N.Y. After law school, she worked in the Circuit Court of Cook County, Ill., and joined the Department in 2010. She was a consular officer in Tel Aviv. An avid runner who completed three Chicago Marathons, she was known as a kind, caring and funny person with a contagious giggle and a passion for life.



**Moira "Mo" Gise**, 82, a former Foreign Service employee and wife of retired Foreign Service officer Alan Gise, died Dec. 23. She accompanied her husband to postings in Germany, England and the West Indies. After his retirement in 1981, they settled in Santa Fe, N.M.



**John James Harter**, 86, a retired Foreign Service officer, died Jan. 5 of natural causes in Richmond, Va. A veteran of World War II, he joined the Department in 1954. His postings included South Africa, Chile, Thailand and Geneva. He also had shorter assignments to Sri Lanka, the Philippines, Kenya, India, Argentina and Colombia. After retiring in 1983, he was an oral historian, conference organizer for the American Foreign Service Association and declassifier for USAID.



**Henry Albert Lagasse**, 94, a retired Foreign Service officer, died Jan. 3. He lived in Sarasota, Fla. He served in the Coast Guard and Navy during World War II, participating in the D-Day invasion. He joined the Department in 1948 and was posted to Le Havre, France. He also served in Dublin, Havana, Venice, London, Milan, Montréal and Amsterdam. After retiring in 1979, he enjoyed traveling with his wife and serving on his condominium board.



**Saul Murillo**, 72, a retired civil service employee and husband of retired Foreign Service employee Melvia Hasman, died Dec. 5 of cancer in Vancouver, Wash. He accompanied his wife on postings to Mexico and Senegal before joining the Department in 1998 as a computer specialist. Prior to retiring in 2006, he had excursion tours to Guinea and Brazil. An archaeologist and physical anthropologist, he excavated ruins in Honduras and worked at the Smithsonian Institution.



**William John Stibravy**, 96, a retired Foreign Service officer, died Jan. 5 in Norwalk, Conn., after a short illness. During his 40-year career with the Department, he was posted to Tokyo, Trieste, Paris, Geneva, Vienna and the U.S. Mission to the United Nations. He then had a second career of 27 years as the International Chamber of Commerce's representative to the U.N. in New York.



**Patricia Vogel**, 86, a retired Foreign Service officer, died Jan. 4 in Lockhart, Texas. During her career with the U.S. Information Agency, she served in India, Greece, Saudi Arabia, Rome and 21 African countries. After retiring in 1983, she lived in Austin and San Marcos, Texas. She enjoyed reading, keeping up with world events and lunching with friends and family.



**Warren Ernest "Bud" Wills**, 88, a retired Foreign Service officer, died Jan. 9 of natural causes in Nantucket, Mass. He served with the Army Air Corps during World War II and became a diplomatic courier in 1955. He later became a Foreign Service administrative specialist and consular officer. His postings included Frankfurt, Manila, Cebu, Tokyo, Fukuoka, Warsaw, Toronto, Naples, Hamburg and Calgary. After retiring in 1979, he enjoyed serving on town committees, lightship basket-making and beachcombing.

*Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302. Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960. For specific questions on submitting an obituary, please contact Bill Palmer at [palmerwr2@state.gov](mailto:palmerwr2@state.gov) or (202) 203-7114. ■*



# End State



## Antartica

Emperor penguins huddle around their chick on Snow Hill Island off the east coast of the Antarctic Peninsula. Snow Hill and several surrounding islands support a breeding colony of approximately 4,000 pairs of Emperor penguins, one of only two such colonies in the Antarctic Peninsula region.

*Photo by Martha de Jong-Lantink*

PG. 10



## Hong Kong

A pedestrian waits patiently as a bus races past on a busy thoroughfare in Hong Kong's Mong Kok neighborhood. Mong Kok has been recognized as having one of the highest population densities in the world with 130,000 people per sq. kilometer.

*Photo by Steve Weibel*

PG. 32







## Mozambique

A young girl clears the grounds with classmates in preparation for National Children's Day at Livar Village Primary School in the Nicolada District. Mozambique's economy is based largely on agriculture, but has recently seen growth in industry, particularly chemical manufacturing and aluminum and petroleum production.

Photo by ILRI/Mann

PG. 4



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## Italy

Revelers celebrate Carnival in Piazza della Libertà (Freedom Square), the oldest square in the city of Udine. The historic square is a popular site for numerous festivals and is noted for containing some of mainland Italy's best examples of Venetian-style architecture.

Photo by Piero Fissore

PG. 4







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## Return Your Invite

RSVP cards are out for Foreign Affairs Day, the May 3 homecoming for Department retirees. Return your card immediately (with payment) if you plan to attend the luncheon. You can also e-mail [foreignaffairsday@state.gov](mailto:foreignaffairsday@state.gov) with your full name, date of birth, retirement date, whether Civil Service or Foreign Service, mailing address, e-mail address and phone number.

# FOREIGN AFFAIRS DAY

# MAY 3